

## Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 IO-13 AID-05 CEA-01 CIAE-00 COME-00  
EB-07 EA-07 FRB-03 INR-07 NEA-10 NSAE-00 USIA-06  
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FM USMISSION OECD PARIS  
TO SECSTATE WASH DC 4723  
INFO USMISSION NATO

LIMITED OFFICIAL USE OECD PARIS 37420

E.O. 11652: N/A  
TAGS: AORG, OECD  
SUBJECT: ADVANCE COST-OF-LIVING ADJUSTMENT FOR CO-ORDIN-  
ATED ORGANIZATIONS STAFF

REF: STATE 280860

1. ONLY ITEM OF IMPORTANCE AT DEC 15-16 CCG MEETING IN BRUSSELS WAS ADVANCE OF COST-OF-LIVING INCREASE TO COVER JAN-JULY 1976 GENERAL REVIEW ADJUSTMENT DUE UNDER MASSBERG (133RD) REPORT. SINCE MEETING ANTICIPATED OECD COUNCIL ACCEPTANCE OF 133RD REPORT AT ITS DEC 17 MEETING (REPORTED SEPTTEL), AND WITH OECD EMPLOYEE STRIKE IN PROGRESS, CCG ADDRESSED THIS PROBLEM IN ORDER TO PROVIDE FORMULA WHICH HOPEFULLY WOULD BE QUICKLY ACCEPTED BY DELEGATIONS, SECRETARIAT, AND STAFF ASSOCIATIONS.

2. FORMULA FOR PROVIDING 60 PERCENT OF COST-OF-LIVING ADJUSTMENT DUE FOR A AND L GRADES FOUND QUICK ACCEPTANCE BY GROUP, EXCEPT FOR DUTCH, WHO COULD NOT AGREE. HOWEVER, PROBLEM OF B AND C GRADES NOT SO EASILY RESOLVED SINCE ENTIRE COL ADJUSTMENT MAY NOT BE DUE IN  
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UK AND GERMANY; THEREFORE, SOME DELEGATIONS ORIGINALLY RELUCTANT TO GIVE 100 PERCENT ADVANCE WHICH CHAIRMAN MASSBERG -- AND MOST OF GROUP -- BELIEVED APPROPRIATE.

3. HOWEVER, IN VIEW OF ON-GOING STRIKE AT OECD, AND PSYCHOLOGICAL ADVANTAGE OF OFFERING 100 PERCENT ADVANCE

(INSTEAD OF 90 OR 95 PERCENT) TO LOWER PAID B AND C GRADES, ALL DELEGATIONS EXCEPT DUTCH AGREED ON 100 PERCENT FIGURE WITH SAFEGUARD CLAUSE WHICH WOULD APPLY TO ALL GRADES: IF ADVANCE PAID NOW TURNED OUT TO BE SLIGHTLY MORE THAN ACTUAL AMOUNT OF COL ADJUSTMENT DUE IN ONE OR TWO COUNTRIES (UK AND GERMANY), EXCESS ADVANCE WOULD BE DEDUCTED FROM NEXT COL ADJUSTMENT.

4. IN LIGHT OF LIMITATIONS STATED PARA 2 REFTTEL, US HELD OUT FOR 90 PERCENT FOR B AND C GRADES UNTIL DUTCH AND US WERE ONLY DELS HOLDING OUT FOR LESS THAN 100 PERCENT.

5. WOULD APPRECIATE INSTRUCTIONS TO APPROVE 100 PERCENT COL ADVANCE FOR B AND C GRADES AS WELL AS 60 PERCENT FOR A AND L GRADES WHEN ITEM IS BROUGHT BEFORE OECD COUNCIL AT DEC 22 MEETING.  
TURNER

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NNN

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